

## **TESS and LEADS History**

The ADE is pleased to provide information on upcoming TESS and LEADS trainings for all levels of teachers and leaders to continually improve their understanding and implementation of the state's evaluation and support systems. Since January of 2013, currently employed teachers and administrators have been trained on the Danielson *Framework for Teaching*, which is the foundation of TESS, and have attended face-to-face trainings on the law and process components for TESS and LEADS. These trainings were necessary to ensure consistent, accurate information for a statewide implementation of TESS and LEADS. In addition, teachers and administrators have had access to training materials through the ADE website and to Teachscape FOCUS accounts for evaluator training and credentialing. Arkansas IDEAS modules were developed to deepen the understanding of the systems by which teachers and leaders are evaluated.

## **Educator Preparation**

As the state has transitioned from the pilot of TESS and LEADS to the first full year of implementation, the training and support needed for continued work has changed. Educator preparation programs have re-shaped their efforts to train and qualify educators for effectiveness by incorporating the current TESS and LEADS evaluation rubrics and processes into programs of study. Individual institutions of higher education and non-traditional preparation programs have redesigned educator training to embed TESS and LEADS into their programs and prepare candidates to be successful when they enter Arkansas public schools. Therefore, the training requirements for schools and districts to ensure their current educators and new hires are ready to practice the effective teaching and leading components as outlined in the TESS and LEADS rubrics, have changed since the pilot and implementation began.

## Training for 2015-16: Current Educators

For the 2015-16 school year, currently employed teachers and administrators will complete the following training:

Audience:	Date:	Description:	Content
Currently Employed Teachers and Administrators	Beginning June 1, 2015 available on the ADE website	A one (1) hour online video update	<ul style="list-style-type: none"><li>• A data overview on the first year of implementation</li><li>• Changes to the system based on new legislative requirements</li><li>• Recommendations based on teacher and administrator feedback</li><li>• Information on summer and fall support trainings</li><li>• Goals for the 2015-16 SY</li></ul>

The ADE highly recommends that each teacher and administrator watch this update, which will be available on the ADE website beginning June 1, 2015. **A Commissioner Memo will announce the availability of the update and provide the link for access.** *Districts should document teacher and administrator participation in this update.*

## Training for 2015-16: Novice Teachers

Audience:	Date:	Description:	Content:
Novice Teachers	Beginning June 1, 2015 available on the ADE website	<b><u>Required:</u></b> A one (1) hour online video update	<ul style="list-style-type: none"> <li>• A data overview on the first year of implementation</li> <li>• Changes to the system based on new legislative requirements</li> <li>• Recommendations based on teacher and administrator feedback, and</li> <li>• Information on summer and fall support trainings</li> <li>• Goals for 2015-16 SY</li> </ul>
Novice Teachers	Account login information will be sent after July 1, 2015 when paired with mentor	<b><u>Optional support:</u></b> The Framework for Teaching using <i>Teachscape FOCUS</i> for Teachers	<ul style="list-style-type: none"> <li>• Master-scored videos</li> <li>• Reflective exercises</li> <li>• Rubric modules</li> </ul>

Several co-ops have indicated they will provide this training for newly hired teachers, or districts may wish to include this **required** training as part of their new teacher orientation. This is the same update that currently employed educators will review. **A Commissioner Memo will announce the availability of the update and provide the link for access.** *Districts should document teacher and administrator participation in this update.*

## Training for 2015-16: Beginning Administrators

Audience:	Date:	Description:	Content:
Beginning Administrators (BAs)	<ul style="list-style-type: none"> <li>Summer and Fall Beginning Administrator Induction and AAEA Conference(s)</li> <li><b>(see attached calendar)</b></li> </ul>	<b>Required:</b> 3 hour law and process training (face-to-face)	Overview of the legislation, rules and components for TESS and LEADS
Beginning Administrators (BAs)	<ul style="list-style-type: none"> <li>Accounts available upon notification of employment as an administrator (Commissioner Memo LIC-15-023)</li> <li><b>(see attached calendar)</b></li> </ul>	<b>Required:</b> Teachscape FOCUS for Administrators Training and Credentialing Assessment  <u>Optional</u> Teachscape Face-to-Face training	The optional face-to-face training will assist administrators preparing to take the assessment. The training focuses on the structure of the assessment, strategies for training and preparation, and allows attendees to practice with real-time feedback from the trainer and peers.
Beginning Administrators (BAs)	<ul style="list-style-type: none"> <li><b>(see attached calendar)</b></li> </ul>	<u>Optional</u> BloomBoard training	This training will prepare administrators to conduct observations, collect and analyze evidence, and provide ratings. Assistance will also focus on the administrative navigation side of BloomBoard

The law and process trainings will be part of the BAs required induction and mentoring requirements. The ADE will have additional trainings for administrators hired after the August or September induction trainings. The ADE may provide this training through Arkansas IDEAS at a later date; however, administrators who are hired prior to these training dates should plan to attend either the August or September training.

The three (3) hour law and process training is the only face-to-face training requirement for BAs; however, all administrators who participate in the summative evaluation of teachers must also complete the Teachscape FOCUS for Administrators training and pass the proficiency assessment. For more information, please review Commissioner's Memo (LIC-15-023), which can be accessed at:

<http://adesharepoint2.arkansas.gov/memos/Lists/Approved%20Memos/DispForm2.aspx?ID=1508&Source=http%3A%2F%2Fadesharepoint2%2Earkansas%2Egov%2Fmemos%2Fdefault%2Easpx>

## Training for 2015-16: Out-of-State Administrators and Administrators Returning to Workforce

Audience:	Date:	Description:	Content:
Administrators from Out-of-State and returning to workforce	<i>(see attached calendar)</i>	<b>Required:</b> 3 hour law and process training (face-to-face)	Overview of the legislation, rules and components for TESS and LEADS
Administrators from Out-of-State and returning to workforce	Accounts available upon notification of employment as an administrator (Commissioner Memo LIC-15-023)  <i>(see attached calendar)</i>	<b>Required:</b> Teachscape FOCUS for Administrators Training and Credentialing Assessment  <u>Optional</u> Teachscape Face-to-Face training	The optional face-to-face training will assist administrators preparing to take the assessment. The training focuses on the structure of the assessment, strategies for training and preparation, and allows attendees to practice with real-time feedback from the trainer and peers.
Administrators from Out-of-State and returning to workforce	<i>(see attached calendar)</i>	<b>Required:</b> BloomBoard training	This training will prepare administrators to conduct observations, collect and analyze evidence, and provide ratings. The training will also focus on the administrative navigation side of BloomBoard

The three (3) hour law and process and BloomBoard training are both required for administrators who have no prior experience with TESS. All administrators who participate in the summative evaluation of teachers must also complete the Teachscape FOCUS for Administrators training and pass the proficiency assessment. For more information, please review Commissioner's Memo (LIC-15-023), which can be accessed at: <http://adesharepoint2.arkansas.gov/memos/Lists/Approved%20Memos/DispForm2.aspx?ID=1508&Source=http%3A%2F%2Fadesharepoint2%2Earkansas%2Egov%2Fmemos%2Fdefault%2Easpx>

## Training for 2015-16: Out-of-State Teachers and Teachers Returning to Workforce

Remember that teachers who are coming from out-of-state and also teachers who may have been out of the profession for a few years have not had the benefit of TESS training through updates in a current educator preparation program and **must** be trained on:

- ✓ TESS Law and Process
- ✓ The Framework for Teaching

Audience:	Date:	Description:	Content:
Out-of-State and Educators returning to workforce	Online training available after May 1, 2015 at: <a href="http://www.arkansased.gov/divisions/human-resources-educator-effectiveness-and-licensure/office-of-educator-effectiveness/teacher-evaluation-system/tess-training-materials-and-resources-for-teachers">http://www.arkansased.gov/divisions/human-resources-educator-effectiveness-and-licensure/office-of-educator-effectiveness/teacher-evaluation-system/tess-training-materials-and-resources-for-teachers</a>	<b>Required:</b> 3 hour law and process update training	<ul style="list-style-type: none"> <li>• Detailed presentation of law, rules and process</li> <li>• Presentation with facilitation guide</li> <li>• Suggested activities for meeting</li> <li>• Materials and resources for application</li> </ul>
Out-of-State and Educators returning to workforce	After July 1, 2015 upon request from ADE	<b>Required:</b> The Framework for Teaching using <i>Teachscape FOCUS</i> for Teachers	<ul style="list-style-type: none"> <li>• Master-scored videos</li> <li>• Reflective exercises</li> <li>• Rubric modules</li> </ul>

The ADE is updating the three (3) hour law and process training that has been provided in the past and will have the updated training materials and training facilitation guide posted after May 1, 2015. This training is more extensive than the update for currently employed educators or those coming from current training programs that have knowledge and experience with the current system. This training must be delivered face-to-face to new hires that meet the requirements specified above.

### **Additional Support- FOCUS for Teachers**

In addition to the law and process support, all novice teachers and their mentors will receive a Teachscape FOCUS for Teachers account. These accounts will also be made available to a new hire from out-of-state or returning to the workforce who is not required to be mentored. This account provides a self-paced, online solution for training teachers on the value, structure, and content of the *Framework for Teaching* and guides teachers as they apply the framework to their teaching practice. This resource includes master-scored videos illustrating effective teaching, reflective exercises that reinforce instructional strategies, and modules covering each component of the evaluation rubric. The accounts will be automatically created with login information sent to novices and mentors after Project Directors successfully pair them in Moodle. Building principals with new hires who have not had training on the Framework for Teaching (out-of-state or returning educators) may request a Teachscape FOCUS for Teachers account from Sandra Hurst, Director of Educator Effectiveness at [sandra.hurst@arkansas.gov](mailto:sandra.hurst@arkansas.gov). The ADE does not set a minimum number of required hours that teachers must complete for training on the evaluation framework but are cautioned against omitting training components. Districts need to ensure that each teacher has the opportunity and support necessary to be fully trained on TESS.

### **Extending Learning**

Because we also know that mentoring and support continues beyond the completion of the first year of employment, all educators will have access to resource modules through Arkansas IDEAS. These modules previously were only accessible by novice teachers; however, feedback from teachers and administrators advocated for the availability of modules to provide targeted professional development content for all

educators. As educators develop professional growth plans or note areas for continued growth and development, these resource modules, aligned with all of the components of TESS and LEADS, will extend support well beyond the novice year and also assist veteran teachers' development.

Educators will also have TESS and LEADS implementation support through face-to-face professional development opportunities during the summer. Each co-op will host a:

- **“Calibration and Coaching”** training for administrators, and
- **“BloomBoard for Teachers”** training.

Both trainings are designed to focus on the use of our current effectiveness data and utilize the data to support educators, encouraging them to become reflective, continuous learners who understand the positive impact that effective educators have on student growth and achievement. Please see your co-op for the training details, dates, and times. Training is also planned at co-ops for the fall of 2015, focusing on TESS and LEADS as a system and culture of educator support.

Dylan William from the University of London recently posted this on Twitter: “If we create a culture where every teacher believes they need to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve.”

Thank you for working with the Department to achieve this goal.

---